

No Blame - More Flame!

How Learning from Mistakes Can
Help Us Thrive in Complexity



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Definitions

Blame: to find fault with, judgment involving condemnation (Merriam Webster)

Mistake: a wrong judgment or action proceeding from faulty judgment, inadequate knowledge, or inattention (Merriam Webster)

Flame: passion for a topic, agile motivation, drive and energy to move things forward and to grow (Maren Baermann)



blaming for mistakes = putting sand on the flames

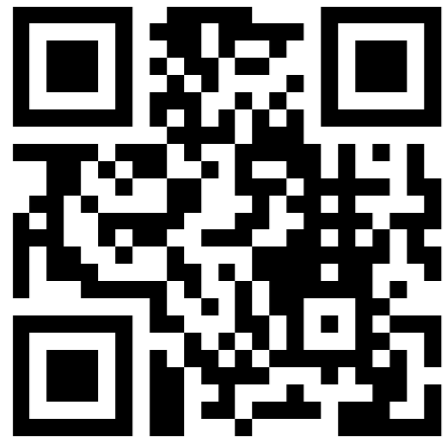
**„INSTRUCTIVE PATTERNS CAN EMERGE, IF
THE LEADER CONSTRUCTS EXPERIMENTS
THAT ARE SAFE TO FAIL“**

(Snowden & Boone)

an environment should be...

- safe for experimenting (probing)
- safe for reflecting (sensing)
- safe for creating ideas (responding)

Quick Survey



Please choose your answer(s) on
MENTImeter

In your experience,
what effect does it
have, when you are
ridiculed for a
mistake, blamed for it
or made to bear the
consequences for it?



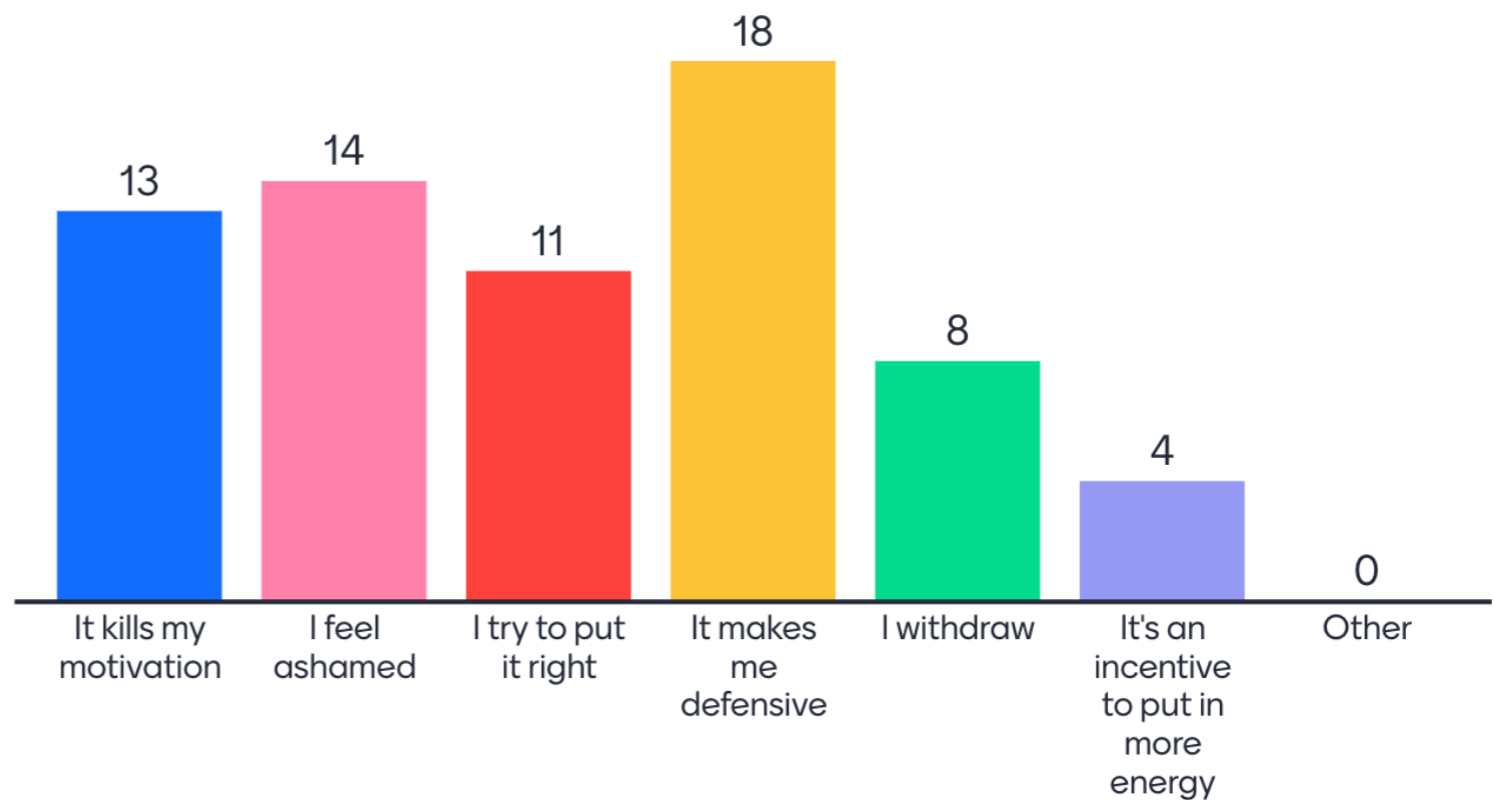
Voting Code on [menti.com](https://www.menti.com) 78 77 37 0

Results from the Session

Go to www.menti.com and use the code 78 77 37 0



In your experience, what effect does it have, when you are blamed for honest mistakes?



Signs of Psychological Safety

In a workplace, psychological safety is the belief that the environment is safe for interpersonal risk taking.

1. Making mistakes: to be expected
2. Appreciative interactions
3. Clear purpose
4. Ambition to develop and learn

Results of Psychological Safety

- willingness to try out stuff
- mistakes are admitted
- ideas are voiced



Factors That Boost the Inner Engine



Autonomy

Competence

Relatedness

**Blame chokes
the inner engine!**

the inner engine boosts our

Complexity Competence

our skill to thrive in complexity



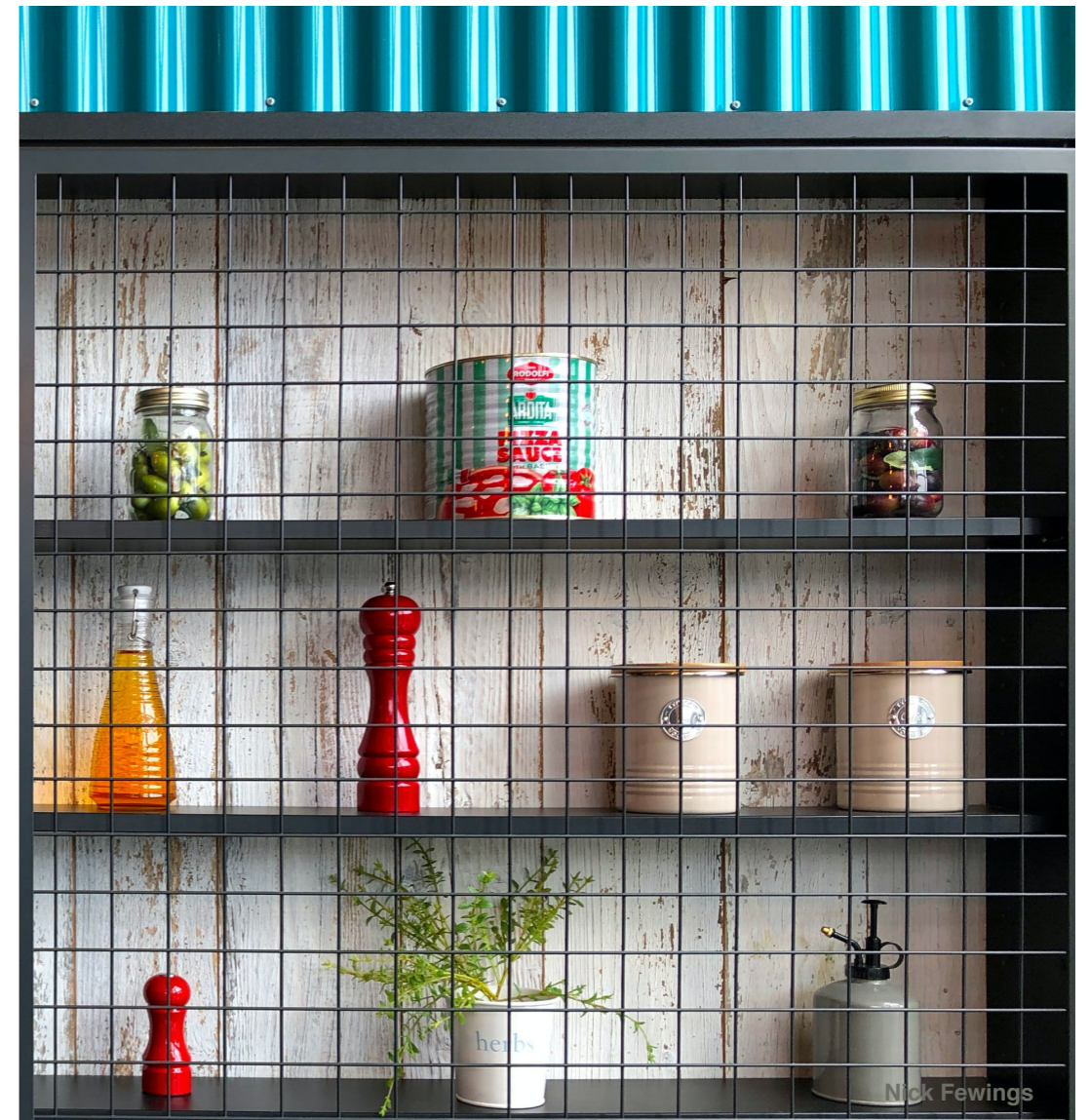


„Creativity is the ability to modify self-imposed constraints.“

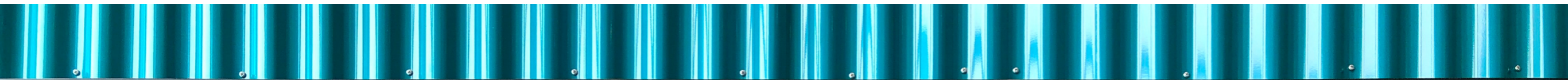
(Ackoff & Vergara, 1988)

the Creative Mindset...

- deferring judgment
- building on ideas
- staying curious
- learning
- experimenting
- moving non-linear
- fueling the inner engine
- practicing yes-and attitude
- being generalist



... is a choice



**„Mistakes are our
portals of
discovery.“**

(James Joyce)

How do we get to „no blame“?

Be
humble
and ask
more questions



How do we get to „no blame“?

Seek to
learn and
enjoy the way



How do we get to
„no blame“?

Practice
getting
rid of
constraints



That's a feature, not a bug...



How do we get to „no blame“?



Be an idea angel



Idea Angel

How do we get there?

1. Be humble and ask more questions



2. Seek to learn and enjoy the way

3. Practice getting rid of constraints



4. Be an idea angel





Want to know more...?

Cynefin framework by Dave Snowden

(<http://prev.cognitive-edge.com/>)

Psychological Safety by Amy Edmondson

- **TED Talk 2017** (<https://bit.ly/35JERCR>)

- **TEDx Talk 2014** (<https://bit.ly/2XHgQYJ>)

- **Book „The Fearless Organization“**

Project Aristotle by Google at Re:Work (<https://bit.ly/3n0Vy62>)

**Agile Motivation / Self-Determination Theory by
Edward L. Deci & Richard M. Ryan**

**Appreciative Inquiry at the
Appreciative Inquiry Commons** (<https://bit.ly/3ivVIUf>)

**(Growth) Mindset by Carol Dweck &
Agile Mindset by Linda Rising**

Idea Angel inspired by Marci Segal

**My talk at LKCE 2019:
Agile Motivation - The Human Side of Kanban**

(<https://bit.ly/2N4GYdZ>)

**Unconditional appreciation:
Unconditional Parenting by Alfie Kohn**

Fotos from unsplash.com

Thank You!



slides for
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